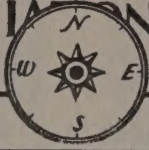


# The COMPASS

AMERICAN ASSOCIATION OF SOCIAL WORKERS  
130 E. 22d St. New York City



APRIL, 1937

VOLUME XVIII, NUMBER 7

## Nominations for Officers and Committee Members 1937-38

AASW MEETINGS AT NATIONAL CONFERENCE

SOCIAL WORKERS IN FLOOD RELIEF

By J. BLAINE GWIN

SUMMARY OF WAGNER HOUSING BILL

Some Chapter Activities

Federal and State Civil Service Examinations

More Information about 1936 Membership Intake

Book Reviews and AASW Publications



## THE AASW IN INDIANAPOLIS

The Association has scheduled three meetings to be held during the National Conference of Social Work in Indianapolis. The Committee on AASW Conferences has recommended the subjects for discussion and is considering suggestions for speakers.

As usual there is a morning meeting scheduled on Conference time which means that it does not conflict with any other program meeting. This meeting will take place on Thursday, May 27th, 9 A.M. to 10:30 A.M. The meeting will be open to AASW members and other social workers interested in the professional Association's program. The general subject will be, "Issues in Professional Practice."

On the same day, Thursday, May 27th, in the afternoon from 2 P.M. to 3:30 P.M. there will be a meeting for members only on the subject, "Problems of Equipment for Social Work Practice."

Earlier in the week, Tuesday, May 25th, from 2 P.M. to 3:30 P.M. there will be a meeting to discuss local participation in the Association. The National Committee on Chapter Organization and Program will contribute to the discussion at this meeting in terms of the Committee's current program. Chapter chairmen in recent years have found need for this type of meeting.

In addition to these three meetings, the AASW has accepted an invitation to participate, together with the American Association of Psychiatric Social Workers and the American Association of Schools of Social Work, in a joint session with the Conference Committee on Social Treatment of the Adult Offenders, on "The Place of the Social Worker in a Penal or Correctional Institution." (Group Discussion 4 on the National

Conference Program. For details see p. 14 of the April Conference *Bulletin*.)

The schedule of meetings is therefore as follows:

*Tuesday, May 25*

**11:00 a.m.-12:30 p.m.**

(Joint Session with the Committee on Social Treatment of the Adult Offender, Group Discussion 4.)

THE PLACE OF THE SOCIAL WORKER IN A PENAL OR CORRECTIONAL INSTITUTION

**2:00 p.m.-3:30 p.m.**

LOCAL PARTICIPATION

*Thursday, May 27*

**9:00 a.m.-10:30 a.m.**

ISSUES IN PROFESSIONAL PRACTICE

**2:00 p.m.-3:30 p.m.**

PROBLEMS OF EQUIPMENT FOR SOCIAL WORK PRACTICE

A more spacious booth has been taken over by the AASW this year in order that the Association's officers and members at large may more conveniently discuss their problems with the national office staff and with officers of the Association. It was obvious last year that space for the sale of AASW publications, for exhibits of chapter publications and other material, as well as space for interviewing, would require the improved arrangements that have been made this year.

The AASW booth will be found opposite the entrance to Conference Headquarters and facing the Conference Registration desk.

If you have suggestions send them to the national office.

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### *For Social Work Inclusion Under Social Security Act*

A Committee on Social Work Inclusion under the Social Security Act has been formed, composed of interested staff members of national agencies which have taken action in favor of supporting an amendment to the Social Security Act for this purpose. Members of the Committee are: Walter West, American Association of Social Workers, Chairman; Harald Lund, Family Welfare Association of America; Mrs. Edna T. Kerr, Social Work Publicity Council; Mrs. E. S. Marconnier, National Consumers League; Miss Lillie Peck, National Federation of Settlements; E. C. Worman, National Recreation Association; David

Holbrook, National Social Work Council; Allen T. Burns, Community Chests and Councils, Inc.; T. O. Yoder.

The Committee believes that social agencies and social workers should conduct an active campaign for removal of the present exemption of charitable, religious and educational organizations from the act for the following reasons: (1) that social and other agencies of this kind are sponsors of advanced social legislation and are compromised in asking or accepting exemption from measures whose social purposes are expected to apply to other employers; (2) that there is need for the



protection of the old age benefits and the unemployment compensation measures in the Security Act for the agencies and their employees.

The Committee has considered the possibility of working for permissive amendments or plans by which agencies might be allowed to participate on application. In view of the fact, however, that such a solution would not meet the purposes outlined above, the Committee agreed that it would work for a direct admission of social agencies.

The Committee also considered suggestions that the exemption clause in the Act might be amended so that it could continue to apply to all kinds of non-profit agencies except social agencies. However, the Committee went on record as being in favor of the elimination of the whole exemption clause instead of an attempt to so amend it.

The Committee plans to enlist other interested national and local social agencies in efforts to secure an appropriate amendment to the Security Act. It will also negotiate with other kinds of agencies now under the "non-profit exemption" and attempt to secure an amendment to the Security Act, in the present session of Congress if possible, to bring about inclusion.

### James E. Tunnell, Jr.

Members of the AASW were shocked to learn of the death of James E. Tunnell, Jr., who, with three members of his staff in the Denver City Welfare Bureau, was killed on March 1, 1937 by a former relief client. Mr. Tunnell was a member of the Association and had been Acting Director of the Bureau since June, 1936. He had been with the Bureau since 1930, first as District Secretary and later as case supervisor. He was a graduate of Denver University and had taken professional work both at the Chicago School of Social Service Administration and at Denver University School of Social Work. He was teaching at the Denver School in addition to his duties as acting head of the Bureau at the time of his death.

Reports from members and others who heard the 1937 Delegate Conference radio broadcast indicate that the program was carried in practically all parts of the country, and that the discussion of Conference highlights by William Hodson and C. M. Bookman was well received.

The program was broadcast from the studios of WJSV in Washington, D. C., Saturday afternoon, February 20th, and went over the coast to coast network of the Columbia Broadcasting System. In planning for future radio programs in connection with the Delegate Conference it would be helpful to know more about the actual coverage of this year's program. A postcard addressed to the national office indicating whether the

broadcast was heard in your area and your reaction to it would be very useful.

### Case Records and Professional Practice

A plan for reading case records of other agencies has been worked out by the Minneapolis Council of Social Agencies, according to a report in the *Newsletter* of the Family Welfare Association of America for January, 1937, which is predicated upon the employment of professionally qualified personnel.

Under the terms of the Agreement, drawn up to meet the problem of interchange of case record information, the proposed regulations as reported in the *Newsletter* would include not only certain standards of record keeping, use of the Confidential Exchange, etc., but also such provisions as the following limiting eligibility to agencies meeting certain standards of personnel:

"Private agencies, if they employ a professionally qualified case work supervisor, may read case records of other agencies. Private agencies employing less than three case workers, but not employing a case supervisor, may read records of other agencies if the case workers they employ are professionally qualified. . . ."

"Public agencies, if they employ professionally qualified case work supervisors—or, if such a position is not provided, if they employ professionally qualified case workers or case workers who have had at least one year's experience as paid social case workers—may read records of other agencies. . . ."

"Agencies employing professionally qualified case work supervisors may designate a student or a volunteer case worker to read case records, so informing in writing the agency whose records are to be read and specifically designating the records to be read. It is optional, however, with the agency whether or not to permit the student or volunteer to read its records. . . ."

"Each agency signing the Agreement may refuse access to its records if the terms of the Agreement have not been met. It is also the privilege of agencies to refuse to any or all agencies, whether or not signers of the Agreement, the reading of specific records or specific classes of records. Where the Agreement does not permit reading of case records, agencies may impart to other agencies in writing or orally such information from their records as they deem advisable. . . ."

\* A professionally qualified case worker under the terms of the Agreement is "one who is a member of the AASW or the American Association of Hospital Social Workers, or a graduate of a recognized school of social work or accredited social work department of a college or university which would fill all the academic requirements for admission to junior membership in the AASW."

### On the Subject of Civil Service

A recent editorial appearing in the Toledo *News-Bee*, under the caption "Blow At Civil Service," goes directly to the heart of the matter of educational requirements for candidates for civil service examinations in these words:

"Educational requirements for admission to most state civil service examinations will be barred if the State



Senate concurs with the House in passing the Whetro bill.

"While the bill applies to all classes of state positions, it is aimed chiefly at those in the social service field and is motivated by prejudice against professional, trained social workers.

"At one extreme on that issue are those who believe professional schooling is necessary in a public welfare worker, if both the taxpayers and the recipients of aid are to be well served. At the other extreme are those who think any honest, well-intentioned person, regardless of education is qualified for this work.

"The Whetro bill, if enacted, might lead to a lowering of the State's civil service standards. However, the professionally trained person is likely to have an edge over the amateur when both face the same examination. In fact, we see an unkindness in the bill, in that it will give false encouragement to untrained persons to enter examinations which, because of scanty preparation, they have little chance of passing.

"Attacking 'uplifters' who opposed this bill, Representative W. H. Whetro (D., Lawrence) declared in a speech to the House: 'If they had their way, Abe Lincoln couldn't qualify for an old age pension job because he didn't have the necessary social background.'

"Well, what of it? For that matter, Abe couldn't qualify for a job as physician in a state hospital, as a highway engineer, as a bank examiner, as a chemist, as a stenographer, as a plumber, or as a truck driver...."

## ***A Brief Summary of the Wagner-Steagall Housing Bill***

By IRA S. ROBBINS

*Counsel, New York State Board of Housing*

The bill\* provides for a permanent federal agency to be known as the United States Housing Authority. It is to be an independent corporate body to be composed of three members appointed by the President with the advice and consent of the Senate.

The primary duty of the Authority is to make grants and loans to local public housing authorities, to enable them to build, own and operate housing projects for families of low income. Thus, the present low-rent housing activities of the federal government will be decentralized.

The loans must bear interest at the going federal rate, and must be repaid in a period not to exceed sixty years.

The grants are payable, under contracts of grant, in the form of fixed and uniform annual contributions over a fixed period not exceeding sixty years. The annual contribution is limited to the amount and period necessary to assure the low rent character of the project involved. It cannot exceed a sum equal to the annual yield at the going federal rate of interest plus one percent upon the cost of

the project. Thus, a local authority may, if necessary, obtain a subsidy equal to the total cost of its project. There is no provision for outright capital grants similar to that contained in previous federal housing legislation.

In any one year, the Authority may not make contracts of grant providing for annual contributions aggregating more than ten million dollars per year, exclusive of annual contributions payable under such contracts made by it in prior years. If ten million dollars is not so utilized in any one year, the balance may be utilized subsequently. The funds for the annual contributions must be appropriated by Congress from time to time.

The bonds of the Authority are unconditionally guaranteed as to interest and principal by the United States. The Authority is authorized to issue a billion dollars in bonds in the next four years, as follows:

\$200,000,000. on or after July 1st, 1937,  
\$250,000,000. on or after July 1st, 1938,  
\$250,000,000. on or after July 1st, 1939,  
\$300,000,000. on or after July 1st, 1940.

In addition to one million dollars for subscription to the capital stock of the Authority, fifty million dollars is appropriated. This may be used for annual contributions and for any other purposes of the Authority.

The Authority is empowered to construct and manage demonstration projects, provided the consent of the governing body of the locality is given. Not more than one demonstration project may be commenced hereafter in any one locality. The total cost of all such projects in any one year may not exceed twenty-five million dollars.

The Authority is also empowered to make loans at the going federal interest rate, to cooperatives and limited dividend corporations. Not more than twenty-five million dollars may be so loaned in any one year. The amount of any such loan may not exceed 85 percent of the cost of the project.

## **THE COMPASS**

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VOLUME XVIII NUMBER 7

### **Officers**

Linton B. Swift, *Pres.* Grace Abbott, *3rd V-Pres.*  
Harry Greenstein, *1st V-Pres.* Leah H. Feder, *Sec.*  
Martha A. Chickering, *2nd V-Pres.* Stanton M. Strawson, *Treas.*

Walter West, *Executive Secretary*  
Florence Taylor, *Editor, The Compass*

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\* Introduced Feb. 24, 1937 as S. 1685 and H.R. 5033.



Letters supporting the Wagner Housing Bill should be sent to the following:

1. Senators and Local Representatives
2. Hon. Hugh L. Black, Chairman, Senate Committee on Education and Labor
3. Hon. Henry B. Steagall, Chairman, House Committee on Banking and Currency
4. Housing Legislation Information Office, Duryea Building, Connecticut Avenue and L Street, Washington, D. C.

### *Another Political Investigation*

Another investigation of a public welfare agency is now underway, in Atlanta, Georgia, where attacks of a political nature have been made on the Fulton County Department of Public Welfare by members of the Board of Aldermen. The director, the methods of administration and social case work have been severely criticized in an attempt to discredit social work and social workers. The Department was forced to release on short notice the supervisor of the Family Division and the supervisor of the Division of Child Care.

The Georgia Chapter of the AASW has sent the following letter to the committee conducting the investigation and the board of the Department, supporting an adequate public welfare program on a permanent basis, administered by professionally qualified personnel:

March 10, 1937.

To the Committee Investigating the Fulton County Department of Public Welfare:

The Georgia Chapter of the American Association of Social Workers, composed of 110 members who are associated with public and private social agencies in Atlanta, Fulton County, and elsewhere in the State of Georgia, in special meeting assembled in Atlanta, March 1st, after a thorough discussion of the relief situation confronting the Fulton County Department of Public Welfare, issued the following statement:

1. We appreciate the financial difficulties facing the Fulton County Department of Public Welfare, but, relief is and remains a public responsibility. It is one of the functions of government and there will always be the need of a permanent public welfare department. Such a department will require County and City resources in addition to State and Federal grants.

2. In our judgment a public welfare department exists for the sole purpose of meeting the needs of those who apply for aid. That is the only justification for the organization and continued existence of any welfare set-up.

3. In meeting this responsibility a public welfare department needs competent administrative direction and competent, professionally qualified and experienced supervisors able to give the work intelligent guidance and leadership.

4. With reference to the general personnel of a de-

partment of public welfare there must be sufficient confidence placed in the competence of the administration to select and to retain the best available professionally qualified workers who can determine need, be of constructive service to those aided, and, who have the requisite skill, experience, and understanding of what is involved in the receiving as well as the giving of relief, so that the recipients of relief may not lose their self-respect and deteriorate to a state of chronic dependency. This preventive work is especially important as regards neglected children.

5. We desire to direct the attention of the City Committee, that is studying the Fulton County Public Welfare situation, to the foregoing statement and urge them to bear in mind the importance of the following:

- a. to think of a public welfare department in terms of a permanent organization and not one of an emergency character;
- b. to realize the need of proper and sufficient financial support;
- c. and, above all else, to recognize the importance of professionally qualified, and competent supervision and direction.

These in our judgment constitute a minimum of essential requirements. We hope you will keep these essentials in mind as the inquiry proceeds.

Cordially yours,

(Miss) ADA M. BARKER, *Chairman.*

Members of the Executive Committee:

Eloise Cleveland  
Angela Cox  
Hugh N. Fuller  
Gertrude Longden  
Forrester Washington  
Mrs. Mary A. Miller, Secretary  
Ada M. Barker, Chairman

### *Chapters and Councils*

Chapters which have recently extended their jurisdiction to include the state are the Louisville Chapter, now the Kentucky Chapter, and the Salt Lake City Chapter, now the Utah Chapter. As there were no other local chapters in these states, reorganization on a state-wide basis was considered by the members to be the most effective way for social workers to make known their opinions and recommendations on state issues. In Tennessee, the Memphis and Nashville Chapters have organized the Tennessee Division for joint action on state matters.

A new chapter has been organized in New York State, the Hudson Valley Chapter, which includes five counties. This provides opportunity for chapter participation for a substantial group of members in the cities of Poughkeepsie, Newburgh, Goshen and other nearby localities who had previously been unable to participate in chapter activities. The organization of this chapter was largely due to promotion by the State Council which considers that one of its major functions is to assist in organizing chapters wherever there are enough members to make it feasible.



## Nominations for Officers and Committee Members 1937-38

Election of Officers, Executive Committee, and Nominating Committee will be held next month when ballots will be sent to all members of the AASW.

In accordance with the by-law provision, the Nominating Committee has submitted the following list of names. One nomination is made for each of the six officers; eight names are submitted for four vacancies on the Executive Committee; two names for Chairman of the Nominating Committee; and eight names for the four other vacancies on the Nominating Committee.

Additional nominations are possible if made by petitions signed by 100 or more members. Such petitions should be sent to Leah Feder, Secretary, 130 East 22nd Street, New York City, not later than May 17. Ballots will be mailed May 22.

Members of the Nominating Committee for this year are: Frank J. Bruno, St. Louis, Chairman; Helen W. Hanchette, Cleveland; Betsey Libbey, Philadelphia; George W. Rabinoff, New York City; Forrester B. Washington, Atlanta.

### OFFICERS

**PRESIDENT**—Linton B. Swift, New York City (nominated for re-election)

LL.B., St. Paul College of Law, 1910; University of Minnesota; Commission on New States for Protection of Minorities, Paris Peace Conference, 1919; Extension Secretary and Assistant General Secretary, St. Paul United Charities, 1919-21; General Secretary, Louisville Family Service Organization, 1922-25; General Director, Family Welfare Association of America, 1925-; Vice-Chairman, National Social Work Council; AASW Vice-President, 1926-28; Executive Committee, 1928-31; Chairman, AASW Committee on Federal Action and Division on Government and Social Work, 1932-35.

**FIRST VICE-PRESIDENT**—Harry Greenstein, Baltimore (nominated for re-election)

LL.B., University of Maryland; Special work, Johns Hopkins University; Executive Director, Associated Jewish Charities, 1928-; CWA Administrator of Maryland, 1933-34; State Relief Administrator of Maryland and Acting Director of State Department of Welfare, 1933-36; President, Baltimore Council of Social Agencies; First Vice-President, National Conference of Jewish Social Service; Member, AASW Division on Government and Social Work.

**SECOND VICE-PRESIDENT**—Martha A. Chickering, Northern California (nominated for re-election)

B.S., Ph.D., University of California; Certificate in Social Service, University of California; Field Supervisor, Social Work Curriculum, University of California, 1929-35; Assistant Professor in Social Economics in Charge of Social Service Curriculum, University of California, 1935-; Lecturer, School of Social Service Administration, University of Chicago, 1936; Chair-

man, Board of Examiners for Registration and Certification of Social Workers, California, 1933-35; President, California Conference of Social Work, 1936-37.

**THIRD VICE-PRESIDENT**—Grace Abbott, Chicago (nominated for re-election)

M.A., University of Chicago; LL.D., Nebraska, Wisconsin, New Hampshire, Wilson and Mt. Holyoke; Director, Immigrants' Protective League, Chicago, 1908-17; Chief, U. S. Children's Bureau, 1921-34; Professor of Public Welfare Administration, School of Social Service, University of Chicago, and Editor, *Social Service Review*, 1934-; President, National Conference of Social Work, 1924.

**SECRETARY**—Leah Feder, St. Louis (nominated for re-election)

B.A., Mt. Holyoke College; Graduate work, New York School of Social Work, School of Social Service Administration, University of Chicago; Ph.D., Bryn Mawr; Case Supervisor, Intake Department, Children's Aid Society of Pennsylvania, 1919-21; District Secretary, Charity Organization Society, New York City, 1921-28; Senior Research Assistant, FERA Study on Relief, under the auspices of the Institute of Human Relations, Yale University, June-September, 1935; Assistant Professor of Social Work, Washington University, 1928-36; now Associate Professor of Social Work; Chairman, Committee on Personnel, Family Welfare Association of America; Chairman, Committee on Field Work, American Association of Schools of Social Work; Member, Board of Examiners for Registration and Certification, Missouri Association for Social Welfare; Membership Committee, St. Louis Chapter, AASW.

**TREASURER**—Frederick I. Daniels, New York City

A.B. and M.A., University of Michigan; Graduate, New York School of Social Work. Associate Professor Social Sciences, Central State College, Michigan; Probation Officer, Boston Juvenile Court; Case Worker and later Director, Juvenile Protective Department, Children's Aid Society, Newark, N. J.; Executive Secretary, Children's Bureau, Syracuse, N. Y.; Commissioner Public Welfare, Syracuse, N. Y.; Present position, Executive Director, TERA of New York State; Member, National Executive Committee, AASW, 1935-37.

### EXECUTIVE COMMITTEE MEMBERS

(Four to Be Elected)

**Herschel Alt**, St. Louis

A.B., University of Toronto, 1916; LL.B., Ontario Law School, 1922; Graduate professional work, Ohio State University, New York School of Social Work, Chicago School of Social Service Administration; Director, Community Fund, Tuscon, Arizona, 1923-25; Boys' Case Work Supervisor, Children's Protective Association, Los Angeles, California, 1925-28; Director of Social Service, Louisville and Jefferson County Children's Home, 1928-30; General Secretary, St. Louis Children's Aid Society, 1930-36; General Manager, St. Louis Provident Association, March, 1936-; Director,



Dependency and Case Work Section, Social Study of Pittsburgh and Allegheny County, 1934-36; Chairman, Louisville Chapter AASW, 1928; Vice-Chairman, St. Louis Chapter, 1934; Chairman, St. Louis Chapter, 1935-; Member, Executive Committee, St. Louis Chapter, 1931-32-33; Chairman, Committee on Personnel Standards, St. Louis Chapter.

#### **Ruth Blakeslee, Washington, D. C.**

A.B., Goucher College, 1924; Graduate work, Johns Hopkins University and New York School of Social Work; Family Welfare Association, Baltimore, 1924-26; Assistant District and District Secretary, Charity Organization Society, New York City, 1927-33; Field Representative and Assistant Administrator, Maryland ERA, 1933-34; Regional Social Worker, FERA, Washington, D. C., 1934-36; Chief, Division Policies and Procedures, Bureau of Public Assistance of Social Security Board, 1936-; Board Member, American Youth Congress; Member, Committee on Technical Requirements, National Membership Committee, AASW, 1934-36.

#### **Thomas Devine, Grand Rapids**

A.B., Cornell College, 1917; Graduate work Columbia University; Graduate work, Ohio State University, School of Social Administration; Executive Secretary, Memphis Community Fund, 1925-28; Executive Secretary, Jacksonville, Florida, Community Chest, 1929-32; Field work, Family Welfare Association of America, 1933; Executive Secretary, Community Chest, Grand Rapids, 1933-; Consultant, Texas Relief Administration, summer of 1934.

#### **Samuel O. Goldsmith, Chicago**

A.B., New York University, 1913; M.A., Harvard, 1914; Field Secretary and General Secretary, Council of Young Men's Hebrew and Kindred Associations, 1913-20; Executive Director, Bureau of Jewish Social Research, 1920-30; Executive Director, The Jewish Charities of Chicago, 1930-; Member, Board of Directors, Chicago Council of Social Agencies; Chairman, Division of Statistics and Research, Chicago Council of Social Agencies; Member, Board of Directors, Community Fund of Chicago, Inc.; Member, Executive Committee, National Conference of Social Work; Vice-Chairman, Chicago Chapter, AASW, 1933-34.

#### **Rhoda Kaufman, Atlanta**

B.S., Vanderbilt University, 1909; Graduate work, Emory University; Assistant Secretary, Atlanta Associated Charities; Secretary, Georgia Children's Code Commission; Secretary, Georgia Commission on Feeble-minded; Executive Secretary, Georgia State Department of Public Welfare, 1923-29; Executive, Atlanta Family Welfare Society, 1931-, at present on leave of absence to serve as Executive Secretary, Atlanta Social Welfare Council; formerly Member, Executive Committee, Child Welfare League of America; President, Georgia Conference on Social Work; Member, Executive Committee, National Conference of Social Work; Vice-President, Board of Directors, Atlanta School of Social Work; Chairman, Membership Committee, Atlanta Chapter,

AASW; Member, National Executive Committee, AASW, 1924-26.

#### **Fern Lowry, New York City**

B.S., Oklahoma A. & M. College, 1916; A.B., Cornell University, 1918; Diploma, New York School of Social Work, 1927; Psychologist, Oklahoma State Industrial School for Girls, 1919-25; Clinical Supervisor, Institute for Child Guidance, New York City, 1927-31; District Secretary, Charity Organization Society, 1931-34; Faculty, New York School of Social Work, 1934-.

#### **Helaine Todd, Philadelphia**

B.A., Hood College, 1928; Vocational Certificate, Pennsylvania School of Social Work, 1930; Case Worker and District Secretary, Family Society of Philadelphia, 1928-; Secretary, Philadelphia Chapter, AASW, 1935-36; Chairman, Philadelphia Chapter, AASW, 1936-37.

#### **Joseph P. Tufts, Pittsburgh**

B.A., Baker University, 1923; M.A., Boston University, 1928; Graduate work, Harvard University; Faculty, Dartmouth College, 1928-29; Assistant and Executive Director, Housing Association, Pittsburgh, 1929-; Member, Directing Boards, Pittsburgh Federation of Social Agencies and Pennsylvania Housing Town Planning Association; Former Board Member, Pittsburgh Community Fund; Member, National Association of Housing Officials and President's Conference on Home Building and Home Ownership; Part-time Faculty, Department of Social Work, University of Pittsburgh; Faculty, Smith College School of Social Work, summer 1937; Member, AASW Housing Committee; Chairman, Pittsburgh Chapter AASW, 1935-37.

## **NOMINATING COMMITTEE CHAIRMAN**

### **(One to Be Elected)**

#### **Betsey Libbey, Philadelphia**

B.A., Smith College, 1908; Case Worker and District Secretary, Family Welfare Society, Boston, 1908-13; Supervisor of Districts, Family Society of Philadelphia, 1913-30; General Secretary, Family Society of Philadelphia, 1930-; Director, Institute of Family Social Work, New York City, 1926-32; Member, Board of Directors of Family Welfare Association of America, 1936; Non-resident Lecturer in Social Case Work, Carola Woeris-hoffer Graduate Department of Social Economy, Bryn Mawr College, 1936-; Member, AASW National Executive Committee, 1932-35; Chairman, Philadelphia Chapter, AASW, 1930-31, and 1935-36; Member, National Nominating Committee, AASW, 1936-37.

#### **C. Whit Pfeiffer, Kansas City**

B.A., Carleton College, 1912; M.A., University of Minnesota, 1914; Executive Secretary, Community Chest, St. Paul, 1920-30; Executive Director, Charities Fund and Council of Social Agencies, Kansas City, 1930-; Relief Administrator, Jackson County ERC and CWA, 1933-34; Former Director, Community Chests and Councils; Former President, Missouri Association for Social Welfare; Director, Social Work Survey, Des Moines, 1935; Chairman, Kansas City Chapter AASW, 1933-35.



## NOMINATING COMMITTEE MEMBERS

### (Four to Be Elected)

#### Erma Coffman, New York City

B.A., College of Puget Sound, 1927; M.A., Ohio State University, 1929; Graduate work, New York School of Social Work; Psychiatric Social Worker, New York State Department of Mental Hygiene, 1929-34; Senior Case Worker, Brooklyn Bureau of Charities, 1934; Case Supervisor, Warwick School for Boys, State Department of Social Welfare, 1934-; Member, Division on Employment Practices, New York Chapter, AASW, 1934-36, and Chairman, 1936-37; Member, Executive Committee, New York Chapter, 1936-37; Member, National Division on Employment Practices, AASW, 1936-37.

#### Anita Faatz, Baltimore

A.B., Goucher College, 1926; Graduate work, New York School of Social Work; Case Worker and Assistant District Supervisor, Charity Organization Society, 1926-29; Research Assistant, Institute of Law, Johns Hopkins University, 1929-31; Director, Social Work Department, Maryland Board of State Aid and Charities, 1931-; Member, National Division on Employment Practices, AASW, 1934-36; Member, National Division on Government and Social Work, AASW, 1936-37.

#### Byron T. Hacker, Connecticut

Graduate, Pennsylvania School of Social Work; Case Worker, Supervisor and Assistant Secretary, Children's Aid Society of Pennsylvania; Associate Secretary, Brooklyn Children's Aid Society; Secretary, Duval County Welfare Board, Jacksonville, Florida; Field Representative, American National Red Cross; at present Executive Director, Children's Center, New Haven; Chairman, New Haven Chapter, AASW, 1935-36; Chairman, Connecticut Chapter, AASW, 1936-37.

#### Florence Hollis, Cleveland

A.B., Wellesley College; M.S.S., Smith College School of Social Work; Case Worker, Family Society of Philadelphia, 1928-31; District Superintendent, Family Society of Philadelphia, 1931-33; District Secretary, Cleveland Associated Charities, 1933-36; Field Demonstrator in Family Case Work, School of Applied Social Sciences, 1934-36; Assistant Professor of Family Case Work, School of Applied Social Sciences, Western Reserve University, 1936-; Member, National Committee on Personnel Standards, Family Welfare Association of America, 1935-; Member, National Division on Personnel Standards, AASW, 1935-.

#### Arlie Johnson, Seattle

B.A., Reed College; M.A., Columbia University; Diploma, New York School of Social Work; Ph.D., Chicago School of Social Service Administration; Faculty, University of Washington, 1923-27; Associate Director, Portland School of Social Work, 1929-30; Associate Secretary, Community Fund, Seattle, 1930-34; Associate Director, University of Washington, Graduate Department of Social Work, 1934-; Advisory Committee, Maternal and Child Health, Federal Children's Bureau; State Advisory Committee, Child Welfare Services,

Department of Social Security; Executive Committee, American Association of Schools of Social Work; Board Member, Seattle Community Fund and Welfare Council; Executive Committee, State Conference of Social Work; Chairman, Seattle-Tacoma Chapter, AASW, 1933-34.

#### Eva Smill, New Orleans

A.B., Western Reserve University, 1917; M.A., Margaret Morrison School of Social Work, Carnegie Institute of Technology, 1927; Child Placing Agent, Humane Society, Cleveland, Ohio, 1918-19; Child Labor Agent, Child Labor Tax Division, Department of Internal Revenue, Washington, D. C., 1921-22; Junior Social Economist, Children's Bureau, U. S. Department of Labor, Washington, D. C., 1922-23; Case Supervisor, United Charities, Wilkes Barre, Pa., 1924-25; Social Economist, Children's Bureau, U. S. Department of Labor, Washington, D. C., 1925-26; Executive Secretary, Family Service Society, New Orleans, La., 1926-; Loaned to Louisiana Unemployment Relief Committee to organize the unemployment relief work of the State of Louisiana in 1932; Loaned to Emergency Relief Administration of Louisiana to organize social services for the state in preparation for Social Security benefits, 1936; Chairman, Southern Regional Committee, Family Welfare Association of America, 1935-.

#### Mary Stanton, Los Angeles

Ph.B., University of Chicago; Graduate work, University of Chicago Law School and School of Social Service Administration; Case Worker, United Charities, Chicago; Case Supervisor, Family Welfare Association, Des Moines; Coordinating Secretary, Child Care, and Health Divisions of Council of Social Agencies of Los Angeles, 1929-35; Executive Secretary, Council of Social Agencies of Los Angeles, 1935-; Member, American Association of Medical Social Workers, 1930-34, serving on various national and district committees; Member, Board of Directors, California Conference of Social Work, 1936-; Member, Board of Examiners for Registration of Social Workers in California, 1932-; Member of various committees of Pacific Coast Community Chest and Council Executives, of Western Hospital Association, and of American Association for the Control of Venereal Disease; Secretary, Iowa State Chapter, AASW, 1925-26; Chairman, Los Angeles County Chapter, AASW, 1934-35; Vice-President and Member, National Executive Committee, AASW, 1935-36.

#### James E. Stuart, Cincinnati

A.B., Emory and Henry College, 1921; LL.B., George Washington University, 1924; LL.M., George Washington University, 1926; Graduate study in social economy, American University, 1926-27; Executive Agent, Board of Children's Guardians, Washington, D. C.; Chief, Division of Child Welfare, Board of Public Welfare, District of Columbia, 1923-27; Superintendent, Westchester County, N. Y., S. P. C. C., 1927-29; Executive Secretary, Ohio Humane Society, 1929-33; Director of Public Welfare, Hamilton County (Cincinnati), Civil Works Administrator and FERA Director, 1933-35; Assistant Executive Director, Cincinnati Community Chest, 1935; Chairman, Cincinnati Chapter, AASW, 1933; Chairman, State Committee on Government and Social Action, AASW, 1935.



## FEDERAL CIVIL SERVICE EXAMINATIONS

The following information on announcements of federal civil service examinations for positions in social research has been sent in a bulletin to the chapters, since it was not possible to have it reach the members through the April COMPASS in advance of the closing dates. The necessity of including the report of the Nominating Committee for officers and committee members for 1937-38 caused unavoidable delay in the publication of this issue. The information is included here, however, since it is supplemented by an interpretation of the requirements so that interested members may know what kind of social work training and experience will be credited in federal examinations of this nature.

Chapter chairmen have presumably received the following announcements of examinations from the U. S. Civil Service Commission, in accordance with the arrangements made with the Commission by the national office:

### No. 30 (unassembled)

PRINCIPLE SOCIAL SCIENCE ANALYST, \$5,600 a year

SENIOR SOCIAL SCIENCE ANALYST, \$4,600 a year

SOCIAL SCIENCE ANALYST, \$3,800 a year

ASSOCIATE SOCIAL SCIENCE ANALYST, \$3,200 a year

#### Dates for filing

(a) April 19, 1937, if received from states other than those named in (b) below.

(b) April 22, 1937, if received from the following states: Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

### No. 31 (assembled)

ASSISTANT SOCIAL SCIENCE ANALYST, \$2,600 a year

JUNIOR SOCIAL SCIENCE ANALYST, \$2,000 a year

#### Optional subjects:

1. Economics
2. Sociology and social research
3. Political science

#### Dates for filing

(a) April 19, 1937, if received from states other than those named in (b) below.

(b) April 22, 1937, if received from the following states: Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

### No. 36 (assembled)

ASSOCIATE TECHNICAL ANALYST, \$3,200 a year

ASSISTANT TECHNICAL ANALYST, \$2,600 a year

#### Optional branches:

1. Labor legislation and administration
2. Industrial employment problems

#### Dates for filing

(a) April 26, 1937, if received from states other than those named in (b) below.

(b) April 29, 1937, if received from the following states: Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

In order that good social work candidates may be reached who would be interested in and might qualify for these examinations, some interpretation from the Division on Personnel Standards is sent in this special bulletin. Chapters are urged to devise ways and means of making the information known to likely candidates within the membership or known to members.

Announcements No. 30 and No. 31 draw upon the qualifications and interest of more social workers than does announcement No. 36. The principle agencies which may use the registers of eligibles resulting from the examinations set up under No. 30 and No. 31 include the Social Security Board and Children's Bureau. No. 36 relates clearly to vacancies in the Bureau of Unemployment Compensation, Social Security Board.

All positions to which the three government bulletins relate are research positions.

These positions cover federal services only, but include vacancies which occur in the field as well as in Washington, D. C.

With relation to those options offered for which social workers may qualify:

*For No. 30 (unassembled):* Wherever the term "social research" appears under "education" in the announcement, it may be assumed that in the rating of application material, credit would be allowed for preparation of the kind that is designed to prepare educationally for professional social work, and that graduate study at an accredited school of social work which is on a graduate level would be interpreted as postgraduate study at a college or university of recognized standing.

Wherever the term "social research" appears under "experience" in the announcement, it can be assumed that in the rating of application material, credit will be allowed for approved social work experience of the character and degree of responsibility indicated in the further wording, such as, professional research or teaching, and that professional research and college teaching would be interpreted broadly enough to include experience in the supervision and training of persons engaged in social service administration.

*For No. 31 (assembled):* Under "experience or graduate study" in the announcement it may be assumed that graduate study at an accredited school of social work which is on a graduate level would be interpreted as postgraduate study completed at a college or university of recognized standing in the optional subject chosen, and that professional or research experience in the optional subject chosen would be interpreted to include acceptable experience in the supervision and training of persons engaged in social service administration.



It will be noted in Announcement No. 31 that no postgraduate education or experience is required for the position of Junior Social Science Analyst, and that positions as Social Science Interns may be filled from the eligible list resulting from the examination for Junior Social Science Analyst where applicants indicate their willingness to take the lower salary of \$1,800.

The above information is intended to make clearer some points on which social workers may find it difficult to interpret the formal announcements. Official examiners only, of course, can make final interpretations.

It is essential to read and observe instructions in the announcements in full.

Application forms may be obtained from the Secretary, Board of U. S. Civil Service Examiners, at any first class post office, or from the U. S. Civil Service Commission, Washington, D. C. (the title of the examination desired should be stated).

**Forecast:** As a very general estimate it can be said that within three months the Federal Civil Service Commission may set up a blanket examina-

tion from which personnel could be drawn to fill many types of positions in the line of direct social services.

### ***Latest Announcement of Federal Civil Service Examinations***

Advance information has just been received as *The Compass* goes to press of the following examinations under the Federal Civil Service:

ASSOCIATE CHILD GUIDANCE WORKER, \$3,200 and ASSISTANT CHILD GUIDANCE WORKER, \$2,600, Federal Children's Bureau.

#### ***Dates for filing***

(a) May 10, 1937 for applications except as specified in (b).

(b) May 13, 1937 for applications from Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington and Wyoming.

Information regarding requirements may be secured from U. S. Civil Service Board, post office or customs house, any city, or the U. S. Civil Service Commission, Washington, D. C.

## **CURRENT STATE AND LOCAL CIVIL SERVICE EXAMINATIONS**

Information about current state and local civil service examinations is given below, even though it is late for some of the closing dates, so that chapters may know what to watch for locally in order to bring civil service examinations to the attention of members who might be interested in them.

### **LOS ANGELES, CALIFORNIA**

**Filing date—April 27, 1937 (assembled)**

JUNIOR EXAMINER (Class. 2184), County Civil Service Commission; Salary, \$175; Requirements: College degree with at least one year of experience in technical public personnel work (would probably include personnel work in public relief or welfare agency). County residence requirement waived.

**ILLINOIS (open only to citizens of Illinois; assembled)**

**Filing date for following—May 26, 1937**

ASSISTANT SUPERINTENDENT, Division of Old Age Assistance; Salary, \$250-350; Requirements: College degree, major in public welfare administration preferred; four years' experience in public welfare administration, two years in supervisory or executive capacity; postgraduate professional training in social welfare may be substituted for two years of experience (not supervisory).

TECHNICAL CONSULTANT, Division of Old Age Assistance; Salary, \$250-300; Requirements: College degree, major in public welfare administration and social case work preferred; four years' experience in public welfare administration, two years in an administrative or supervisory capacity; one year postgraduate professional training in social welfare may be substituted for one year of experience.

STATE CASE WORK SUPERVISOR, Division of Old Age Assistance; Salary, \$200-300; Requirements: College degree, major in public welfare administration and social case work preferred; three years' paid experience as social worker in recognized social agency, one year in supervisory or executive capacity, or three years' executive experience in related fields of social work; one year postgraduate training in professional social case work may be substituted for one year of experience.

CHIEF OF FIELD STAFF, Division of Old Age Assistance; Salary, \$175-275; Requirements: College degree, major in public welfare administration and social case work preferred; three years paid experience in a recognized social agency, one year in supervisory or executive capacity, or three years' executive experience in related fields; one year postgraduate training in public welfare and social case work may be substituted for one year of experience.

DISTRICT SUPERVISOR, Division of Old Age Assistance; Salary, \$175-275; Requirements: College degree, major in public welfare administration preferred; two years' paid experience in a recognized social agency, one year in supervisory or executive capacity, or two years' executive experience in related fields; one year of graduate professional social work training may be substituted for one year of experience.

CASE REVIEWER, Division of Old Age Assistance; Salary, \$125-175; Requirements: Two years of college, courses in public welfare administration or related field preferred; one year's experience in some phase of welfare work; two years' additional experience may be accepted in lieu of two years of college provided applicant is high school graduate.



## ILLINOIS (Continued)

*Filing date for following—June 9, 1937*

**DIRECTOR OF CHILD WELFARE SERVICES**, Division of Child Welfare; Salary, \$250-300; Requirements: College degree plus one year of specialized training in an accredited school of social work; five years' experience in social work, part of this being in child welfare and part in an administrative capacity.

**REGIONAL CONSULTANT CHILD WELFARE SERVICES**, Division of Child Welfare; Salary, \$175-225; Requirements: College degree plus one year of specialized training in an accredited school of social work; three years' experience, part of this in case work.

**SUPERVISOR COUNTY UNIT**, Division of Child Welfare; Salary, \$150-200; Requirements: College degree plus one year of specialized training in an accredited school of social work; three years' experience in child welfare, part of this in case work agency.

**HOME VISITOR (Child Welfare Agencies)**; Salary \$100-150; Requirements: College education or equivalent, plus one year in approved school of social work, or two years' experience in case work agency.

**CHILD WELFARE WORKER**; Salary, \$175-250; Requirements: College degree plus one year of specialized training in a school of social service; four years' experience in social work; or equivalent.

**ASSISTANT CHILD WELFARE WORKER**; Salary, \$135-175; Requirements: College degree; one year of specialized training in a school of social work and two years' experience in social agency, case work experience preferably with children.

**SUPERVISOR OF INSTITUTIONS AND AGENCIES**, Division of Child Welfare; Salary, \$175-225; Requirements: College degree plus one year specialized training in a school of social work; three years' experience in child welfare, at least one being in children's institution.

Blanks and further information may be obtained from Illinois State Civil Service Commission, Room 103, Centennial Building, Springfield, Illinois.

## NEW YORK STATE

*Filing date—April 30, 1937 (unassembled)*

**ASSOCIATE CIVIL SERVICE EXAMINER**, Department of Civil Service; Salary, \$3300-4000; Requirements: College degree; must have either (a) not less than five years' experience in personnel administration, two years in supervisory or executive capacity; or (b) or equivalent training and experience; credit given for postgraduate work in public administration. Open to non-residents of New York.

## *Advanced Degree in Social Work at Carnegie Institute of Technology*

A two year graduate curriculum leading to the degree of MS in Social Work has been announced by the Carnegie Institute of Technology, Department of Social Work. This will be in addition to a pre-professional course leading to a BS in Social Science. Candidates for the MS

degree from other colleges must offer at least 30 undergraduate semester hours in biological and sociological sciences or complete them while taking their graduate work.

The first year of graduate work will include the basic minimum curriculum of the Association of Schools of Social Work and students will elect either case work, group work or community organization as a field of concentration in the second year. A course in social research with accompanying field work is also required in the second year.

Employed social workers in Pittsburgh and vicinity will be able to take the professional courses on a part time basis but the work for the MS degree could not be completed without a period of study on a full time basis.

During a three weeks session to be held this summer from June 14 to July 2 courses will be offered for case workers and supervisors with previous training and experience, as well as for college graduates entering upon professional training.

Information recently secured in regard to former students of the Department shows 111 out of 157 employed full-time or part-time and 3 at present engaged in further study. Of the remaining 43 not employed, 40 are married and not available for employment. Eighty-eight or 79 per cent of the employed graduates are in case work, the remainder being distributed in group work, community organization and teaching. Seventy-three per cent of those employed in case work full-time are in public agencies. Seventy-two per cent of the total employed group are in the State of Pennsylvania.

Analysis of salaries shows 77 per cent receiving from \$1200 to \$2100 and 21 per cent receiving \$2100 or over. Two receive less than \$1200 and three receive \$3000 or over. No significant differences in salary range were found between public and private agencies nor between case work and group work.

In connection with the Association's program of interpretation, copies of the "Outline of the Position of the AASW in Respect to Federal Employment and Assistance Programs were sent to the following: Members of the U. S. Senate; Members of the U. S. House of Representatives; Governors of all the 48 states; Members of the U. S. Conference of Mayors. Chapters were advised of this distribution and also that information on local or state relief or assistance programs sent to Senators and Representatives, as well as proposals to stabilize and improve the federal program, would probably get special attention. It was also suggested that additional copies were available for distribution to state senators and representatives to call attention to the proposals for federal grants-in-aid to states.



## Strike Relief in Michigan

It is difficult for social workers in Michigan to assess the strike situation at this time as it affects the relief load, costs, and other items in the relief picture in different parts of the state. That social workers and social work programs have been affected is clear in conversation with AASW members in Michigan. Their case loads still reflect the several recent strikes in the state; and this is true in counties which are geographically removed from the automobile industry centers.

It may be possible to get a more direct and comprehensive picture of the situation from members in Michigan in a few weeks, but in the meantime the following facts indicate the state of affairs: Needed extra staff has been difficult to secure; and in the effort to borrow personnel from parts of the state, students of labor and social problems were released from classes and used in certain parts of the social agency programs. In one city the relief load rose as high as 1000 additional applications a day for about a week. The cooperation of the welfare committees of the union with the department of public welfare in another city led to a staggered list of applications so that only about 25 a day only presented themselves; and needs, costs and resources were discussed and interpreted within the union ranks to an extent which was reflected in mutual understanding at the point of intake.

The new high case load in the centers consisted of both the strikers and the non-strikers whose employment was affected by sit-downs and closed plants.

Small stores and individual chain stores found it necessary to close in certain neighborhoods and in some instances such disrupted business resulted in applications for relief.

In a Michigan county far removed from the automobile industry where the case load which had been 100 suddenly doubled to 200, it was readily recognized that small garages, etc., were unable to do business because shipments of automobile parts had been interrupted. In the Northern lumber region where orders had been cancelled because of the strikes, this was reflected in the relief case load.

With the settlement of strikes, social workers were aware last week that the drop in case load may or may not be simultaneous and that there may be residual numbers to account for.

## HOUSING COLUMN

A revised Wagner bill known as the Wagner-Steagall Housing Bill (summary given elsewhere in the *Compass*) was recently introduced in Congress. The Housing Committee of the American Association of Social Workers, as in the past, is supporting the bill. A committee consisting of Mr. Maslen, Chairman, Mr. Tufts, Mrs. Rothblatt and Mrs. Mills have been appointed to keep in touch with Chapters in order to bring about united action for the passage of this bill.

Local chapters are requested to inform the Secretary of the Committee on action being taken on behalf of the Wagner bill.

\* \* \*

"Housing Confronts Congress," an invaluable pamphlet recently issued by the New York City Housing Authority, in order to arouse public opinion to support the Wagner bill. You may obtain a copy by writing to the Housing Committee or directly to the Authority, 10 East 40th Street, New York City.

\* \* \*

"Housing Management—Principles and Practices" by Beatrice Greenfield Rosahn and Abraham Goldfeld has just been published by Covici-Friede, 432 Fourth Avenue, New York City. It is the first book dealing with the problem of management in low-rent housing.

\* \* \*

A very interesting statement on "Relocating Displaced Tenants in Toledo" has been prepared by Donald Robinson, Executive Secretary, Toledo Metropolitan Housing Authority.

\* \* \*

Publications for distribution to members without charge:

1. A Housing Program for the United States.
- 2, 3, 4—Supply exhausted.
5. Urban Housing.
6. The Relation Between Housing and Delinquency.
7. Sample copy—Housing News Letter—Housing Section, Welfare Council, New York City.
8. Toward Fuller Living Through Public Housing and Leisure Time Activities, by Abraham Goldfeld—price 10 cents.

Just fill in blank below.

Mrs. Elisabeth Mills

Charity Organization Society

1146 St. Nicholas Avenue, N. Y. C.

Please send me the following publications: (check)

No. 1 ☐

No. 5 ☐

No. 6 ☐

No. 7 ☐

No. 8 ☐

Name .....

Address .....

☐ Please put my name on the mailing list of the Committee.



## More Information About New Members

Information compiled about the 1,156 new members admitted in 1936 shows the distribution by chapters and also by professional schools attended, as indicated by tables published in this issue. Another table included here summarizes the rejections for 1936, giving the reasons for rejections correlated with field of work. The qualifications of members admitted were published in the February *Compass*.

There were 72 chapters, exclusive of state councils, in 1936. All but five of these were represented in the membership intake for the year, accounting for 1,076 of the 1,156 new members. The remaining 80 were in non-chapter territory, though 24 of the 80 were in five states where state councils had been organized.

Chicago led all the other chapters with a total of 126 new members; Cleveland was second with 86; New York third with 82; Twin City fourth with 63; St. Louis fifth with 62, and Pittsburgh sixth with 56. The largest number of full members came from the New York City Chapter.

The distribution of new members by professional schools attended showed all the member schools of the Association of Schools represented in the intake. Those who had taken work in more than one school were tabulated by the school in which they had secured the largest number of credits. Out of the total of 1,156 members, 1,111 secured their training in schools which are now members of the Association of Schools or were formerly members. An additional 30 were admitted to junior membership through training taken in social work curricula accredited by the AASW, but not in the membership of the Association of Schools, and 15 were admitted to full membership under the exception clause in the membership requirements.

The schools most frequently represented in the membership intake were: Chicago (185 members); Western Reserve (106 members); New York (105 members); Minnesota (85 members).

The table of rejections shows that 213 out of a total of 259 rejected either had no professional training or insufficient professional training for junior membership. The percent of those rejected who were employed in public agencies was approximately the same as the percent of those accepted. In addition to the 259 rejections there were 47 applications which were either withdrawn or filed without action.

## DISTRIBUTION BY CHAPTERS OF 1156 NEW MEMBERS ADMITTED DURING YEAR 1936

CHAPTER	Junior	Full	Total
Akron .....	—	3	3
Alabama .....	7	2	9
Arizona .....	6	—	6
Arkansas .....	2	1	3
Arrowhead .....	4	—	4
Boston .....	6	5	11
Buffalo .....	14	3	17
Chicago .....	97	29	126
Cincinnati .....	7	6	13
Cleveland .....	76	10	86
Colorado Springs .....	1	—	1
Columbus .....	12	2	14
Connecticut .....	4	8	12
Dayton .....	1	2	3
Delaware .....	—	1	1
Denver .....	31	5	36
Detroit .....	19	6	25
Erie .....	—	—	—
Florida .....	7	4	11
Fort Orange .....	1	2	3
Georgia .....	5	4	9
Grand Rapids .....	2	—	2
Harrisburg .....	1	2	3
Hawaii .....	—	2	2
Illinois State .....	8	2	10
Indianapolis .....	15	2	17
Iowa .....	20	5	25
Kalamazoo .....	3	—	3
Kansas City .....	2	3	5
Lansing .....	—	—	—
Lehigh Valley .....	2	—	2
Los Angeles .....	31	9	40
Louisville .....	13	2	15
Lynchburg-Roanoke .....	2	—	2
Madison .....	—	—	—
Maryland .....	3	7	10
Memphis .....	1	1	2
Milwaukee .....	7	6	13
Nashville .....	—	2	2
Nebraska .....	10	1	11
New Jersey .....	7	10	17
New Orleans .....	11	2	13
New York City .....	25	57	82
Northern California .....	16	4	20
North Carolina .....	4	3	7
Northeastern Pennsylvania .....	—	4	4
North Texas .....	2	1	3
Oklahoma .....	10	2	12
Oregon .....	11	3	14
Philadelphia .....	6	28	34
Pittsburgh .....	46	10	56
Puerto Rico .....	3	4	7
Reading .....	1	1	2
Rhode Island .....	2	2	4
Richmond .....	15	4	19
Rochester .....	5	7	12
Saint Louis .....	43	19	62
Salt Lake City .....	—	—	—
San Diego .....	3	2	5
Seattle-Tacoma .....	19	4	23



South Carolina .....	2	3	5
South Dakota .....	6	—	6
Southeastern Massachusetts .....	—	—	—
South Texas .....	14	3	17
Syracuse .....	6	2	8
Toledo .....	2	2	4
Topeka .....	1	1	2
Twin City .....	57	6	63
Washington, D. C. ....	5	9	14
Western Massachusetts .....	—	1	1
Wichita .....	1	—	1
Worcester .....	2	—	2

TOTAL CHAPTER ..... 745 331 1076

#### NON-CHAPTER AREA

California (State Council) .....	1	—	1
Colorado .....	1	—	1
Idaho .....	—	1	1
Kansas .....	2	1	3
Kentucky .....	4	—	4
Louisiana .....	4	—	4
Maine .....	—	1	1
Michigan (State Council) .....	3	—	3
Mississippi .....	3	—	3
Missouri .....	12	3	15
Montana .....	—	1	1
New Mexico .....	4	1	5
New York (State Council) .....	1	3	4
North Dakota .....	3	—	3
Ohio (State Council) .....	1	2	3
Pennsylvania (State Council) .....	13	1	14
Tennessee .....	—	1	1
Virginia .....	1	2	3
Washington State .....	2	2	4
West Virginia .....	4	—	4
Wisconsin .....	2	—	2

TOTAL NON-CHAPTER ..... 61 350 1156

TOTALS ..... 806 350 1156

National Catholic School of Social Service .....	6	17	23
New York School of Social Work .....	47	58	105
North Carolina, University of .....	1	—	1
Northwestern University .....	9	—	9
Ohio State University .....	19	3	22
Pennsylvania School of Social Work .....	13	26	39
Pittsburgh, University of .....	38	2	40
Puerto Rico, University of .....	2	3	5
St. Louis University .....	4	6	10
Simmons College School of Social Work .....	10	9	19
Smith College School of Social Work .....	12	31	43
Southern California, University of .....	36	7	43
Tulane University .....	41	6	47
Washington, University of (Seattle) .....	26	1	27
Washington University (St. Louis) .....	28	9	37
Western Reserve University .....	82	24	106
William and Mary, College of .....	25	7	32
Wisconsin, University of .....	5	1	6
Oregon, University of (when mem. AASSW) .....	2	5	7
Toronto, University of (when mem. AASSW) .....	1	—	1
Johns Hopkins University (when mem. AASSW) .....	—	1	1
TOTAL .....	776	335	1111
CURRICULA ACCREDITED BY AASW .....	30	—	30
SECTION 6 OF MEMBERSHIP REQUIREMENTS .....	—	15	15
TOTALS .....	806	350	1156

\* This list includes the 33 schools which were members of the Association of Schools in 1936. Catholic University was admitted in 1937 making the present membership 34. Oregon, Toronto and Johns Hopkins are not members of the Association of Schools at the present time but were affiliated with it when the members admitted took their work there.

#### PROFESSIONAL SCHOOLS ATTENDED BY NEW MEMBERS ADMITTED DURING YEAR 1936

MEMBERS OF AMER. ASSN. OF SCHOOLS OF SOCIAL WORK*	Junior	Full	Total
Atlantic School of Social Work .....	9	9	18
Bryn Mawr College .....	1	1	2
Buffalo, University of .....	15	1	16
California, University of .....	12	3	15
Carnegie Institute of Technology .....	11	4	15
Chicago, University of .....	132	53	185
Cincinnati, University of .....	2	3	5
Denver, University of .....	33	6	39
Fordham University .....	7	12	19
Graduate School of Jewish Social Work .....	1	8	9
Indiana University .....	5	1	6
Loyola University .....	10	4	14
Michigan, University of .....	21	1	22
Minnesota, University of .....	80	5	85
Missouri, University of .....	30	8	38

#### Men in Social Work Practice

A variety of information may now be secured from the periodic analyses of new members. One example of this is some data on men coming into the Association, which was prepared in response to a request from a school of social work interested in securing current facts regarding the employment of men with professional qualifications.

The analysis made for this purpose, which covered the first six months of 1936, showed that men constituted 19 percent of the incoming members (134 out of a total intake of 715). They were distributed over 30 states, the largest numbers being employed in Illinois, Missouri, New York, Ohio and Pennsylvania. The majority (87) were in public agencies, chiefly the emergency relief agencies, while 43 were in private agencies. Sixty percent were engaged directly in work with clients, in contrast to 14 percent in executive



positions, a fact which would seem to indicate a growing interest in professional social work practice among men.

*Revised Criteria for Approved Social Work Courses*

The Association's criteria for approved technical social work courses have recently been revised by the Committee on Technical Requirements of the National Membership Committee. The Executive Committee has authorized the continued use of the criteria as revised, subject to review in the fall of 1937.

These criteria were first put into operation on a tentative basis after the new requirements for full membership went into effect, and since then they have been revised upward several times. Important changes made by the recent revisions, which will be effective beginning in the fall of 1937 are: (1) the elimination of Class III of the criteria, which permitted the accrediting of a group of two or three social work courses combined with field work, but not sufficient to constitute a curriculum; and (2) raising the standards for

Class II of the criteria for social work curricula not at present in the membership of the Association of Schools. Under the new requirements for Class II accrediting, social work curricula must be on a graduate basis, instead of either senior or graduate, as specified previously; they must have been in existence at least one year before accrediting may be considered; and they must, on annual review, show specific developments which would enable them to qualify for membership in the Association of Schools within five years from date of acceptance by AASW. Accrediting may be withheld by the American Association of Social Workers if, after consultation with the Association of Schools, there are indications of competitive training programs or other considerations which seem to make accrediting inexpedient.

Institutions which have so far been accredited under Class II have been advised of the changes in the criteria, so that they can make any adjustments necessary for continued accrediting for the year 1937-38. Institutions accredited under Class III have been notified that no credit toward membership will be allowed for these courses taken subsequent to the academic year 1936-37.

ANALYSIS OF 259 APPLICATIONS REJECTED UNDER REGULAR MEMBERSHIP REQUIREMENTS FOR YEAR 1936

REASON FOR REJECTION, CORRELATED WITH FIELD OF WORK IN WHICH APPLICANT WAS ENGAGED AT TIME OF APPLICATION

NOTE: No distinction is made in the following table between applicants for junior or full membership, since all applicants who are rejected under the regular requirements have been found ineligible for junior membership.

COLLEGE	REASON	FIELD OF WORK						Not Employed*	Totals by Reason	
		PUBLIC SOCIAL WORK		PRIVATE SOCIAL WORK						
		Emergency Agencies	Permanent Agencies	Case Work	Com. Org.	Group Work	Other			
Having technical requirements but insufficient college.....		2	3	3	-----	-----	-----	-----	8	
Lacking technical requirements and insufficient college.....		1	-----	2	-----	-----	-----	-----	3	
PROFESSIONAL TRAINING										
No technical courses or field work.....		44	13	19	1	7	5	-----	89	
Sufficient technical courses but insufficient field work.....		14	5	2	-----	1	-----	1	23	
Some technical training but insufficient for junior.....		50	21	22	-----	4	1	3	101	
EXPERIENCE										
(The following met the technical requirements, but their experience was not accepted for the reasons given)										
Present agency not approved.....		3	-----	1	-----	-----	-----	-----	4	
Position within agency not accepted as social work position .....		4	-----	-----	-----	-----	-----	-----	4	
Past experience not accepted and insufficient experience in present position.....		-----	1	1	-----	-----	-----	1	3	
Insufficient experience for junior membership.....		1	1	1	-----	-----	-----	-----	3	
Unsatisfactory work references.....		1	-----	-----	-----	-----	-----	1	2	
TOTALS BY FIELDS.....		120	44	51	1	12	6	6	240	
Having technical requirements but unemployed, or not employed in social work at time of application**.....										
									19	
TOTAL .....										259

\* Not employed, but not the principal reason for rejection.  
\*\* The requirements for junior membership specify that an applicant must be employed in a social agency at time of making application. These 19 applicants would therefore be eligible upon securing such employment.



## *Report of Michigan Commission on Welfare and Relief*

Significant recommendations are contained in the report of the Welfare and Relief Commission of the State of Michigan which has been submitted to the Governor and State Legislature. Among them are the following:

### STATE WELFARE ORGANIZATION

With respect to state welfare organization, it is proposed (a) that six different commissions be abolished, viz: the state emergency welfare relief commission, the state hospital commission, the state prison commission, the state corrections commission, the state institute commission, and the state welfare commission; (b) that one bureau, namely, the old age assistance bureau, be abolished; (c) that the offices of two executives appointed by the Governor, namely, the commissioner of pardons and paroles and the director of the state welfare department, be abolished; (d) that a new state public welfare commission, and under it, a state department of public welfare, be created; (e) that a state mental hygiene commission, and under it, a state department of mental hygiene, be created to administer the nine state institutions for the insane, mentally defective and epileptic, and to administer the state mental hygiene program; (f) that a Michigan corrections commission and a corrections department be created, to have jurisdiction over the present functions of the state prison commission and of the commissioner of pardons and paroles; (g) that a crippled children's bureau, with an advisory committee, be created within the state department of public welfare as of January 1, 1940, and that the Michigan crippled children commission be simultaneously abolished; and (h) that the two state institutions for the blind and the one state institution for the deaf be transferred to an existing agency, the state board of education.

On the basis of the above, ten different state authorities would be abolished, and for them would be substituted three new departments, except that until January 1, 1940, the crippled children commission would operate as a fourth independent body.

It is further proposed, (i) that the state department of public welfare be headed by a public welfare commission of five uncompensated members appointed by the Governor for five year overlapping terms, without regard to political belief or affiliation, and on the basis of suitable knowledge and interest; (j) that this department administer on behalf of the state all forms of public assistance and also the girls' training school, the boys' vocational school and the Michigan children's institute; (k) that the public welfare com-

mission select an executive and that such executive select, subject to the approval of the state public welfare commission and subject to provisions of a civil service merit system, the heads of institutions and of the Michigan's children's institute and all officials and employees of the department, provided: that the executive head of each institution and of the Michigan children's institute shall appoint all of the employees thereof; (l) that the state department of mental hygiene be headed by a commission of seven members appointed by the Governor for overlapping terms of six years; (m) that such commission select a qualified executive who shall, in turn, select personnel in the manner set forth above; (n) that the state department of corrections be headed by a commission of seven unsalaried persons appointed for overlapping terms of six years from among persons having an interest in and knowledge of prisons, and penal and correctional problems, and without regard to political belief or affiliation; (o) that this commission select a qualified executive of the department and the warden of each of the prisons, and further that such commission appoint a director of parole and probation to serve for a three-year term and to be removable by the Supreme Court only; and (p) that all personnel of the corrections department be employed upon a basis of a civil service merit system.

### LOCAL WELFARE ORGANIZATION

With respect to local public welfare organization and services, the recommendations provide, (q) that there be established, in each county, a county department of public welfare, headed by a board of three members, the chairman thereof being appointed by the proposed state department of public welfare and the remaining two members by the local board of supervisors, except in certain cases when a city may appoint one member; (r) that the county emergency welfare relief commission, soldiers' and sailors' relief commission, superintendents of the poor, county old age assistance board (and investigator) and county agents be abolished; (s) that all of the functions of these authorities be assumed by the proposed county department of public welfare and, in addition, the administration of mothers' pensions, now performed by the probate court; (t) that any two or more adjoining counties may form a district department of public welfare; (u) that any city having a population of over 300,000 inhabitants may operate its own department in a manner similar to a county department of public welfare; (v) that the county public welfare board employ an executive officer who shall be charged with the execution and actual administration of the work of the department; (w) that the personnel of the county department of public welfare be chosen



in accordance with a civil service merit system set up in conformity with standards prescribed by the state department of public welfare; and (x) that there be created in each county a public welfare fund into which shall be deposited all money raised and received for the public welfare activities administered by the proposed department and out of which all claims appropriate thereto shall be paid exclusively.

#### FINANCING OF PUBLIC WELFARE ACTIVITIES

It is suggested, (y) that the state, with federal aid, finance wholly old age assistance, aid to dependent children, relief for the blind, hospitalization of crippled children, and hospitalization of afflicted children\*; (z) that the county governments finance exclusively county infirmaries, hospitalization of afflicted adults, miscellaneous relief charges not otherwise provided for, and transportation of indigents; and (A) that the state and

counties jointly finance relief for the unemployed and other needy persons who do not fall into categories such as old age assistance, relief for the blind, etc.

Finally, in order to place the state in a position to benefit more fully under the federal social security act, it is proposed, (B) that the state make suitable appropriations for old age assistance, relief for the blind, and aid to dependent children; and (C) that the eligibility for old age assistance be extended to include persons who are not citizens but who are otherwise eligible.

The Commission, composed of nineteen members headed by Harold D. Smith, was appointed April 3, 1936. The forty-three page report is printed and available through the office of the Commission, 704 Capitol Savings and Loan Building, Lansing, Michigan.

\* No federal aid is available for the care of afflicted children.

## SOCIAL WORKERS IN FLOOD RELIEF

J. BLAINE GWIN

*Director of Personnel, American Red Cross, Washington, D. C.*

*Mr. Gwin prepared this article for THE COMPASS on request as it was thought that AASW members would be interested to know the extent to which social workers are being used in the present flood relief program, how they were recruited, what qualifications were required and what the continuing need for them would be during the rehabilitation period.*

THERE are 1,328 case workers doing flood relief work with the Red Cross and these are assigned to communities along the Ohio and Mississippi Rivers and their tributaries all the way from Wheeling, West Virginia, almost to New Orleans. This represents only about one-fourth of the total flood relief staff since we have also employed many doctors, nurses, accountants, building advisors and office workers. Many social workers are also serving as regional and county directors and as supervisors. The largest case work staff ever previously employed by the Red Cross in a disaster operation was in connection with the spring floods of 1936 when we had 675 case workers. The next largest case staff was employed for the Florida hurricane disaster of 1926, when we had 300.

Many people are asking where the Red Cross is getting the case workers needed for the flood work and what qualifications are required. We try to secure as many workers with disaster experience as possible and for smaller disaster operations most of the case workers have generally had previous disaster experience, but only a small percentage

of the present staff are experienced in disaster methods. Eleven percent of these 1,328 workers, or 149, have taken part in two or more disaster operations. Eighteen percent, or 233, have had only one previous disaster assignment and seventy-one percent, or 946, had no previous experience. The problem has been one of getting a sufficient supply of case workers and also of having enough experienced people on the staff in each community to supervise and train the new workers. We have not had nearly enough supervisors available who have had disaster experience, although quite a few of the new workers have had good supervising experience and with a brief period as disaster case workers were soon ready to assume supervising responsibilities.

As communities began to be engulfed by flood waters from the Ohio River in Ohio and West Virginia, workers from the staff of the National Red Cross were started to these places. Other national staff members were sent in advance of the flood waters farther down the Ohio to Cincinnati, Louisville, Evansville and a group was kept in Memphis for work there and for duty farther down the Mississippi. Soon at least fifty percent of all national staff members were on flood duty. At the same time experienced workers who are not regularly employed and therefore listed as "reserve workers" were responding to wires and were quickly en route to flooded communities. Most of the 149 experienced workers belong to this list. Experienced American Red Cross chapter



workers were also among the first group of people to reach the stricken communities. If the waters had quickly receded like some of the spring floods this group could have handled the situation, but it became evident by the time Louisville was flooded that a much larger staff would be needed. In recruiting this larger staff the Red Cross was guided by the things it has learned from many years of experience, in regard to the qualifications needed by disaster case workers. They must work rapidly and often far into the night at least during the first few weeks, while the most acute emergency conditions prevail. The work is not only strenuous but there is in every disaster situation unusual strain and tenseness. A highly nervous person generally lasts only a week or two before asking for a return ticket. Living conditions are frequently very far from satisfactory during the first few weeks so only those with good health should undertake such work. Older people, that is, 55 or 60 and over, generally cannot stand the strain and work too slowly, though workers with extensive disaster experience are very useful even at these ages. It is no job for very young people for sound judgment based upon experience is one of the first essentials. The strictly urban worker who has worked with a large staff under close supervision is lost if she must work pretty much "on her own" in a rural community.

A prominent social worker once suggested that the emergency relief worker who perhaps had been a teacher or a nurse, or had had some other good experience in addition to emergency relief, should be particularly suited for Red Cross disaster relief work. Emergency relief where there has been good supervision has proven very helpful as a background for disaster case work. The best workers however, have generally had good training in a school of social work, supervised experience in some case working agency such as a family or children's agency, and possibly some emergency relief experience. The trained case worker, like all other workers inexperienced in disaster relief, has considerable adjustment to make when thrown into an emergency situation, but we prefer them because they stand up better under pressure, make fewer mistakes, are likely to be more objective in collecting information, and most important of all, they have more skill in interviewing and work better with the clients. Disaster victims more nearly represent a cross section of a community than any other case work clients and consequently skill in human relationships is especially important. We have had enough instances where workers without formal training but with good supervised experience in case work agencies have become very skillful as disaster workers to make us cautious about generalizing, but we are well agreed that training and super-

vised experience produce the best background.

The "borrowed" workers were released to us from public welfare and emergency relief departments, family and children's agencies, travelers' aid societies, juvenile courts, juvenile protective agencies and medical social service departments. More have been secured from public welfare and emergency relief departments than from any other public or from any private agencies. The wide publicity given this flood brought thousands of offers for service, both volunteer and paid, from people not qualified and therefore not needed, and necessary attention to these requests hampered the task of recruiting needed personnel. There has been no lack of helpful volunteers available in each community affected by the flood. Local workers were given first consideration where local qualified people were available. In Cincinnati the social agencies appointed a committee of three to recruit and to select local workers from each agency. This committee expected to secure 100 case workers but found that the agencies were not in a position to release that many without seriously hampering their regular programs. Many workers were secured from the agencies in Louisville and WPA workers were secured from state sources in Kentucky, Indiana, Ohio, Illinois, Missouri and Arkansas. Too frequently local workers are available only during the early emergency period and must be replaced by others so that we depend for the long pull largely upon outside workers. The requirements we set up in the way of training and experience are not so high for local workers as for workers brought from outside, as we much prefer to use local people, even if they meet only minimum requirements for our case work.

The recruiting campaign is conducted largely by our ARC chapters for the urban centers, but it is also a cooperative effort on the part of all the local agencies, often with the council of social agencies as well as the ARC chapter acting as a clearing house for recruiting. There was this time, as always has happened following a major catastrophe, a prompt expression of interest and responsibility on the part of social agencies. The public gave money, but the agencies expressed their interest and concern by releasing some of their best workers. We received phone calls and wires from many of the larger agencies, from state departments of public welfare and from several governors, offering personnel resources. Joint Vocational Service assisted in recruiting from the metropolitan area around New York City and waived all fees for workers recruited by them.

Our plan for compensating workers should be explained. We provide full maintenance and transportation as well as salary for all workers, except those employed locally who receive salary



only. The salary for unemployed workers is a matter for negotiation but it is generally based upon the salary rating they had when last employed. Workers loaned to us by other organizations are given the same salary they receive at the time of transfer to the disaster staff. As I have explained, they receive maintenance also. This has always been the policy of the Red Cross and has in the main proven quite satisfactory although it does result in some inequalities. Some of the people given supervisory responsibility may receive less than some of the case workers under their direction. Some workers we borrow are, on a comparative basis, worth less to us than we pay them, and frequently borrowed workers are worth more as disaster workers than is indicated by their salaries. In spite of some inequalities and even injustices, we believe any attempt to adjust the salaries of workers loaned to us according to their value as disaster workers, instead of accepting them at their regular rate, would create dissatisfaction for both the workers and the agencies.

We needed a larger number of experienced men for this flood relief work than we had available either from our regular staff or elsewhere. The special need for men is due to physical difficulties affecting transportation and living conditions where there is a flood condition. This time we made a real attempt to secure experienced men in considerable numbers to take charge of concentration camps along the lower Mississippi. We found that men best prepared for this sort of work could be secured from among those who had been active in the federal transient program as they frequently possessed both a knowledge of relief and also of camp work. We were able to recruit about 50 such workers from state and city departments of public welfare.

The number of case workers needed for a disaster operation of this magnitude can be gauged from the following figures. The total registration

at this time is 223,316 families and this will probably increase to 235,000. Each case worker now has a case load of about 175 and each one will be expected to close from 20 to 25 a week, which may seem large but included in this number will be families needing very little attention or assistance. We estimate that we now have enough case workers to do a good rehabilitation job but already many agencies are asking for their workers to be returned. This constitutes a real problem as the release of any workers at this time creates difficulties even if additional workers were available for replacement purposes. A new worker cannot very well take the place of an experienced worker who has become an integrated part of the organization and is carrying a considerable case load. We believe we can release some workers without much loss by May 15 and most of them by June 1, but hope the agencies will let us keep their workers until that time.

We never cease to wonder why case workers are so ready and even anxious to accept a disaster assignment. They work long hours, often under difficult conditions, in communities which are often temporarily without heat, light, and sometimes without an adequate supply of food or water. Living and working conditions are not always unfavorable and such conditions prevail only during the early emergency period. The Red Cross attempts to establish reasonable and regular working hours, but with so much to do it is almost impossible to get the case workers to follow office hour regulations. In spite of all this they always seem ready to respond whenever their services are needed. This sort of work presents a challenge to case workers which they seem ever eager to accept. The agencies too, respond in the same way, by loaning workers we know they cannot easily spare. Successful disaster work would be quite impossible except for this cooperation and self-sacrificing attitude on the part of social agencies and social workers.

## SOME CHAPTER ACTIVITIES

### *Columbus*

The Legislative Committee is keeping the chapter informed on pending legislation affecting public assistance programs and civil service standards so that they may be prepared to attend legislative hearings or send letters to their representatives as advised by the Legislative Committee.

At the present time the chapter is actively engaged in a campaign to prevent the Franklin County Relief Administration from coming completely under political control. The director was recently discharged and replaced by a political appointee. To prevent further encroachments,

the chapter has brought the matter to the attention of organizations and individuals in the community interested in economical administration and good standards of service so that concerted action can be taken if necessary.

### *Connecticut*

The Executive Committee submitted to the chapter a recommendation from the Committee on Government and Social Work that an individual assessment of \$2.00 be levied on members to enable the chapter to employ an executive secretary to digest the reports of various commissions from the point of view of the profession



and to keep the chapter informed of developments in the legislature.

#### **Delaware**

The chapter has taken steps to stimulate public interest in the need for specially trained visiting teachers and has also requested the Committee on Study of the Negro to look into the problem of employment of negro nurses in view of the great need for them in public health work in Delaware.

#### **Detroit**

Homer Martin, international president, United Automobile Workers, addressed a recent meeting of the chapter on "Organizing the Auto Worker." Mr. Martin was formerly a minister and has had experience in settlement work.

The Group Work Committee plans to work out a group-case work referral record and procedure and then attempt to evaluate the follow-up through such a record by actual experience and experiment with selected cases.

#### **Hawaii**

The Legislative Committee of the chapter was asked by a member of the 1937 Legislature to study and comment on a proposed bill to establish a merit system.

#### **Iowa**

The major activities for January 1936-37 are summarized in the annual report of the Chairman. To provide a basis for selecting its projects the chapter has had a Job Analysis Committee at work making a survey of social work in Iowa, the report on which is nearing completion.

The Library Committee has assembled a traveling library which the chapter felt was very much needed in the state because many workers lack formal education and salaries are frequently too low to permit purchasing of books.

The chapter has been endeavoring to outline its function at the request of the National Committee on Chapter Organization and Program and has found this very valuable in clarifying ideas about program and activities. Activity in the fields of social legislation and professional education are considered the most important immediate projects, supplemented by interpretation of professional social work in the state. The chapter also believes that more members need to be trained in the mechanics and fundamental purposes of the Association.

#### **Los Angeles**

An urgent request for action on three bills pending in the State Legislature has been sent out by the chapter to all members and to 500 organizations. The chapter advocates the passage of two bills, one of which provides for the reorganization of the State Department of Social

Welfare and the other for the amalgamation of the State Relief Commission and the State Department of Social Welfare. Defeat of the third bill is urged as the chapter finds that it proposes certain undesirable amendments to the Public Welfare Act.

#### **Nebraska**

The Committee on Government and Social Work has taken responsibility for analyzing present available public health and welfare services, outlining general principles and minimum standards which should be included in any public welfare bill which may be presented, and presenting bills to the chapter for discussion with recommendations for endorsement or disapproval. The committee recommended support of the Child Labor Amendment, and a bill to coordinate public health work of counties, has outlined the essential provisions for a state welfare program, and has planned to follow closely the preparation and presentation of bills for the establishment of a merit system.

#### **New Orleans**

The chapter sponsored a lecture by Dr. Alice Salomon which was given wide publicity as a medium for interpreting the purposes and functions of the chapter. The meeting was attended by a large number of non-members as well as members, and in addition to creating considerable interest, netted the chapter treasury \$91.

#### **Northern California**

A special committee of the chapter presented recommendations to the Community Chest with regard to qualifications to be considered in selecting a secretary of the Department of Social Work.

The Personnel Standards Committee was requested to write a letter to the President of the University of California indicating the chapter's interest in the expansion of the Department of Social Work and calling attention to the need for increased budget and staff. The Social Action Committee was instructed to follow this up by securing the support of other interested groups and planning a program of action.

#### **San Diego**

The chapter voted to undertake an active campaign to enlist the support of other groups in the community for the passage of the bill reorganizing the State Social Welfare Department.

#### **Utah**

The Committee on Ethics is making a study of inter-staff and inter-agency relationships and also on the confidential nature of records. The chapter worked out a code of ethical relationships in 1928 and the present study is designed to clarify the section of the code which deals with interchange



of records and newer aspects of agency relationships.

### *Michigan State Council*

The Committee on Government and Social Work of the Council has taken the responsibility for issuing a legislative bulletin at frequent intervals to give the chapters and members at large current factual information about social welfare bills introduced in the state legislature. Action on any bills will be initiated by the local chapters.

### *Book Reviews*

*Substitute Parents.* Mary Buell Sayles. Commonwealth Fund, New York. Price \$1.75.

*Substitute Parents* presents anew case work with children in foster homes. In style it is very readable; by its plan of devoting the first third to general discussion and the remaining 233 pages to eight case stories it lets us see the thing that actually is done. Its case material lacks the rosy unreality that often obscures our presentations, and allows the workers and children to be people whose qualities and failings we know.

Much of this book would interest a lay reader; it would orient board members or workers from unrelated fields, but it is not a technical discussion designed to deepen the wisdom of the worker specializing in the children's field. However, it presents a fairly "common denominator" of the varying practices of different agencies, and because it is not technical we do not lose sight of the woods for the trees. Looking at the familiar picture in new perspective, children's workers may be stimulated to reconsider the bases of some of their activities.

For instance, do we really believe that the social worker decides what is best and manipulates the client to that end? Joseph "was lead to draw the conclusion" that he should be placed; "throughout the interview he was somewhat subdued" (pp. 268-9). We know then that Joseph can appear to give in to another's will; we shall discover whether the price is a stubborn negativism, but we know nothing about his feeling about placement. The worker might have expressed (responsibility but without personal pressure) the realities of his situation and of her function, and then, if Joseph remained subdued and inarticulate, begun slowly to take the steps leading to placement. In his willingness to take them with her, and his relationship to her, they together would have found how he can handle himself in moving from parents and taking on new relationships.

Again, in the case of Vincent's mother, the worker recognizes the ambivalence of her tie to him and her determination to be rid of him; the worker considers at length possible plans and finally decides on placement. The mother is now

not so willing, and as her cooperation is necessary she is cajoled by various means including dinner invitations given and accepted. Since the mother's attitude is recognized as of fundamental importance, the worker might have begun with the proposition she presented, offered the agency with its kind of care and its procedures, and helped the mother find out how much she could give up her son to it. She may change but at least we would know where her responsible self is at this point.

We in the child placing field have a definite function; to give foster home care to children who need it, who are able to take and use it, whose parents will in some degree release them to it. In the practice of that function the worker's respect for her own professional integrity reflects in her respect for the individuals with whom she deals. *Substitute Parents* holds up a picture of how our job is done. It is a good thing for us to use it as a stimulus to further thought.

Children's Aid Society  
of Pennsylvania

LOIS BENEDICT.

*The Adopted Child.* Eleanor Garrigue Gallagher. Reynal and Hitchcock, New York. Price \$2.75.

The author states in her foreword that the purpose of the book is two-fold: "To give accurate information and help to those considering the adoption of a child; and to send an appeal for intelligence in dealing with unwed mothers and their babies into the minds and hearts of those friends of all children who realize the value and need of parent-love, and who know that in the saving and directing of the young life of today—the citizens of tomorrow—lies the hope of the world."

Mrs. Gallagher first gives a brief resume of the adoption laws and practices of the United States and of those in other countries. This is followed by a description of the mechanical procedure of applying to an agency and some of the requirements expected of foster parents. The fact is emphasized that sometimes a simple home may prove more suitable for a specific child than a home of wealth and culture where greater achievement is expected of the child. But, comparatively little idea is conveyed of the careful selective process which is necessary for the agencies to use in choosing the individual home for the individual child.

There is considerable discussion of illegitimacy and its relation to the adoption situation. It is explained that not all children for adoption are born out of wedlock, although a large number of the children are those of unmarried mothers. The author dispels a common misconception that children of the latter group are affected by undesir-



able prenatal influences which are deterrents to the development of fine life. The author further states that "Illegitimate children are usually born of persons as normal as their more fortunate friends and neighbors and have an equal chance with their fellows for the inheritance of qualities that make up a full and useful life." Granting that this may be true, one questions whether more warning should not have been given to those planning adoption to the effect that it is still possible to procure from some sources, chiefly outside of the agencies where there is no selective process, children who may be retarded and can never develop to a normal level.

It is stated emphatically that a baby should never be supervised in a foster home after it is placed. Child-caring agencies the country over would disagree with this conception of responsibility towards the child. Those agencies exist for the protection of children. But few if any of them, claim to be able to rely completely on their impressions of a home in the first contacts made during the period of fitting the child and the home together. Moreover, it is not uncommon for foster parents to regard the interval between placement and legal adoption as a period of learning and development for themselves, and to desire the guidance and suggestions from the agency's worker who has watched many other comparable situations.

The author discusses the use of the intelligence test as a means of helping to understand the development of the child. The significance of the daily observation of the child by the pediatrician and the trained nurse is given considerable emphasis. By comparison, the contribution of the psychologist to the study of the child is somewhat minimized. Timely advice is offered against labeling children with too definite a mental rating, and placing a premium upon the prediction of development. But a rather negative interpretation is given foster parents concerning the intelligent use they might make of the psychological examination in relation to the physical, social, and environmental history of the child.

In the chapter on what to tell the adopted child, the author states that the parents are fortunate who can tell the child that they know nothing of the background of his parents and who can say, "We do not know and you can never know." She goes on to say, "The child will accept this as he accepts many other things about which he has a normal curiosity that cannot be satisfied." A little later, however, the following contradictory material is presented: "Instances have been quoted where large amounts of money and time have been spent by an adopted child in the endeavor to find the natural parents." The thinking of

adoption agencies varies a good deal concerning what should be told an adopted child about his history. The practice and philosophy of many of them, however, is known to be quite contrary to the recommendations made by the author on this particular point.

The latter part of the book is concerned with criticism of social workers and their roles in the adoption agencies, and the justification of the volunteer in professional child placing work. Strong objections are made to the practices of the State Boards of Control in Wisconsin and Minnesota, particularly in relation to the establishment of paternity and keeping the mother and infant together during the nursing period.

After reading a few chapters, it becomes obvious that the advice and opinions presented are chiefly the result of the experiences of but one agency—the Cradle. It seems to the writer that an opportunity has been missed to give to a large group of people who eagerly await it, a comprehensive explanation of the general practices, the thinking, the philosophy of the many agencies over the country which have given years of thought and study to this vital subject.

Foster Home Department,  
Children's Aid Society, New York

HELEN D. COLE.

**Interviewing in Social Work.** Pauline V. Young. McGraw-Hill, New York. Price \$3.00.

There can be no doubt that a critical and scholarly analysis of interviewing in social work is needed by the profession. But it is doubtful if Dr. Young's book on that subject fills the need. It suffers from lack of a consistent point of view which might integrate the assorted materials included in the book. The result seems to be confusing. But since her preface indicates that this lack is deliberate, the question of how successful a method it is, may properly be considered.

More than half of the book consists of quotations from other writers (or the author's own publications or manuscripts). The effect is of a voluminous scrap book. Much of this is interesting material for the professional social worker of experience who is able to bring to the reading a critical point of view and supply the missing frame of reference from his own competence. For the use of students, however, it would appear that there are too many "samples," the value of which is left to the determination of the reader, with no guide or criteria offered by which to judge.

Not only is the material drawn from many fields, legal, medical, industrial, journalistic, sociological, as well as from social work; but also it is drawn from writings of twenty, ten, or five years ago, with little evaluation of the relation of such material to the development of knowledge and skill in the intervening period. While the



author indicates that interviews in law, journalism, and social work are different, the material later quoted indicates no clear understanding of the fundamental differences.

Even where differing points of view are quoted from the field of social work, there is no clarification of issues to bring the differences out clearly. Rather they must be recognized by the reader. This is frequently difficult in this subject where definitions of terms are not exact and when quotations are removed from their context.

An illustration of this confusion which arises from lack of a focal viewpoint may be found in the contradiction between the admonition not to consider individuals as stereotypes of the group from which they come, and the discussion of treatment of a client based on classification by such complex and unanalyzed concepts as "Bohemian, Philistine, or creative types of personality."

Had Dr. Young critically evaluated her voluminous bibliography from the point of view of a specific theory of human life; or had she illuminated the problems in interviewing by the application of such a theory, her book would have been much more stimulating to both student and social worker.

RACHAEL C. GROSS.

*Chicago Commons Through Forty Years.* Graham Taylor. Chicago Commons Association, Chicago, Ill. Price \$1.50.

The fortieth anniversary of Chicago Commons in 1934 occasioned this vivid chronicle of our times. It is far more than just the history of one settlement house. It brings us the trends and events of four decades seen and themselves influenced by a man who made his home where life for his neighbors was most difficult. The face of a big city none too clean behind the ears looks up from the pages of the volume, against a background of conflict and growth and change, of economic confusion and of democracy challenged that is not only Chicago but America.

The vigor and the vision of Graham Taylor, now in his eighty-sixth year, are in the book and make of it a tale both moving and exciting. The problems of poverty, intolerance, political corruption and industrial warfare were on the settlement's doorstep. Graham Taylor learned about them from his immigrant neighbors, from the policeman on the beat, the ward boss and the family that ran the saloon next door. His sound understanding and his adventurous spirit led him to carry his attacks upon them far beyond the walls of the Commons or the boundaries of the neighborhood.

Social workers and students of social work will find the book rewarding not only for the sociological handbook that it is but for its vivid por-

trayal of personalities and events. The fire and imagination which Graham Taylor brought to bear upon the causes of injustice and unhappiness infected the many others who lived and worked with him. Of special interest was the founding by Dr. Taylor in 1903 of the Chicago School of Civics and Philanthropy, one of the earliest schools of social work, now the School of Social Service Administration in the University of Chicago. The monthly publication, *The Commons*, founded in 1896 under the guidance of another famous Commons resident, John Palmer Gavit, was the lusty parent of *The Survey*. Countless other important off-shoots stemmed from the dynamic life of the Commons.

Significant also has been the work between the lines in the industrial struggle, service on labor arbitration boards, and the cooperation given the unemployed men and women from the Commons neighborhood and one or two other centers, who formed the first nucleus of the group which later became the Illinois Workers Alliance, now a part of the national organization.

Lea D. Taylor, since 1922 her father's brilliant successor as head resident of the Commons, adds a most challenging chapter on the problems of today. Glenford Lawrence describes the growth of Workers Education at the Commons and Mabel Hawkins brings together the reports and speeches of the fortieth anniversary celebrations.

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